

People Committee
Terms of Reference, Composition and Quorum

To consider and report to Court on:

1. The development, endorsement, implementation and monitoring of the Strategy 2030 People Enabling Plan and staff policies that support the People Enabling plan and legislative/regulatory requirements.
2. Proposals concerning the above.
3. Staff consultative processes.
4. Performance indicators in respect of staffing and equality metrics for staff and students.
5. Oversight of the management of all activities of the University as they relate to the duties and responsibilities in respect of
 - a. Equality, diversity and inclusion for staff, students and visitors; and
 - b. Health, safety and wellbeing of staff, students and visitors.
6. Those risks which are encompassed in the committee's sphere of responsibility.
7. Other matters affecting the wellbeing or effectiveness of staff and students which do not fall within the remit of another Court committee.

Composition

Lay Members must form majority membership

Members (with voting rights)

No fewer than five lay members of Court

The Principal

Two or more staff governors

One student governor

In attendance (no voting rights)

University Secretary

Chief Operating Officer and DVC Operations

VP People and Student Wellbeing

Equality, Diversity and Inclusion Advisor

Health and Safety Advisor

Department of Estates, Safety and Compliance Officer

Director of Student Life

Director of People Services

Committee Secretary (Department of Governance & Legal Services)

Observers (no voting rights)

Observers to be invited determined by the VP People and Student Wellbeing

Frequency of meetings

The Committee should meet no less than four times per academic year.

Quorum

A quorum comprises no fewer than four members one of whom must be the Committee Chair or his/her nominee and there must be a lay member majority.

Last update approved Court 15 June 2023